A

RESEARCH PROPOSAL

ON

"INDUSTRIAL DISPUTES AND PROCEDURE FOR THEIR SETTLEMENT IN LARGE SCALE PRIVATE SECTOR INDUSTRIES

-:SUBMITTED TO:-

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TABLE OF CONTENTS

Sr. No.	Particulars	Page No.
1.	Introduction	
2.	Objectives of Research	
3.	Hypotheses	
4.	Research Methodology	
5.	Review of Literature	
6.	Rational of the Study	
7.	Scope and Limitations of the Study	
8.	Chapter Scheme	
9.	Time Schedule	
10.	References	

INTRODUCTION :

The Concept of Industrial Relations has been extended to denote the Relation of the State with Employer, Workmen and other organization. It Include Individual Relations and Joint Consultation between Employer and Employee at the place of their work .Collective Relations between Employer and trade union and part played by the state in regulating these relations.

Industrial relations having coin of two faces –Co-operation and conflict. The term Industrial conflict denotes the clash of interest and resulting disputes of varying intensity between individuals, groups and organizations in the industrial relation systems.

Industrial conflicts in organizations are inevitable for employers to perform their crucial role effectively and efficiently. There must be existing a strong cordial relationship between employers and employees in the organization. Employees occupy a very strategic place in an organization because of their centrality to production process,. They contribute very Indefinable role both in achievement of various organization goals and objectives.

Conflict is any situation in which two or more parties feel themselves Opposition, Conflict is a process in which one Party Perceives that its Interest are opposed or negatively affected by another Party. Conflict occurs whenever disagreement exists in the social situation over issues of substance or emotional Antagonism. Industrial conflict has negative connotation for many strike, lockout etc.it is institutionalized through conciliation and arbitration and it has a stabilized effect on industrial society and instrument of social change

.**A conflict has its roots in fundamental rights.**

Causes of industrial conflict—

Economic, political, technological, physicologycal, change in the work method, income dissatisfaction, job security, managerial control etc.

Measures of Industrial Conflict---

Non statutory---code of discipline, tripartite machinery ,workers participation in management and collective bargaining scheme.

Government machinery labour administration, state and central labour.

Statutory Industrial dispute conciliation, arbitration and adjudication.

In capitalist and mixed economy, industrial dispute are very much common. Industrial dispute are the result of conflict between employers and workers, strike and lockouts are two extreme measures followed by employers and employees respectively in extreme cases. Thus this sort of conflict between employers and employees are known as industrial dispute.

Industrial dispute means any dispute of difference between employees and employers or between employers and workmen or between workmen and workmen, which is connected with the employment or non-employment of the terms of employment or the conditions of work of any person (The industrial Disputes Act 1947, Section 2K). The industrial disputes are of two types i.e., individual disputes and collective disputes. The individual disputes may be disputes such as reinstatement, compensation for wrong termination etc. Disputes relating to wages, bonus, profit sharing hours of work etc. are collective disputes. Industrial peace is the backbone of a nation, strikes and lockouts are cancer for the same as they effect production and peace in the factories.

In the socioeconomic development of any country cordial and harmonious industrial relations have a very important and significant role to play. Industry belongs to the society and therefore good industrial relations are important from society's point of view. Industrial relations are disturbed by industrial disputes and growing industrial dispute may pollute entire industrial climate of the country leading to a total chaos in the economy

Nowadays, industrial relations are not bipartite affair between the management and the work force or employees. Government is playing an active role in promoting industrial relations. The concept of industrial relations has therefore, become a tripartite affair between the employees, employers and the government concerned.

It is possible to settle the industrial disputes if timely steps are taken by the management. Such disputes can be prevented and settled amicably if there is equitable arrangement and adjustment between the management and the workers.

OBJECTIVES OF THE RESEARCH :

1) To examine the causes of Industrial Disputes in large scale Private industries from employer and employees point of view.

2) To study the Dispute Solving mechanism regarding Industrial Disputes in Private large scale Industries.

3) To examine the the effectiveness of dispute solving Mechanism of Industrial Disputes in large scale Private Industries.

4) To study if there are any measures for reducing Industrial Disputes in Large Scale in Private Industries.

HYPOTHESIS:

"Hypothesis means Proposition is a Statement about Observable Phenomena that may be Judged as True or False, when proposition is formulated for empirical testing we call it a hypothesis".

Following are the Hypotheses for this Study:

1) The Causes of Industrial Dispute in Large Scale Industries from Employee and Employer point of View are the same.

2) There is no dispute solving mechanism regarding industrial Disputes in Large Scale Private Sector Industries.

3) The dispute solving mechanisms of Industrial Disputes in Large Scale Private Sector Industries are effective.

4) There are no measures for reducing Industrial disputes in Large Scale Private Sector Industries.

RESEARCH METHODOLOGY

At Present in Nashik District there are 105 large scale private sector industries.

These are shown in following Table No. 1.1.

Table 1.1

Large Scale Private Sector Industries in Nashik District.

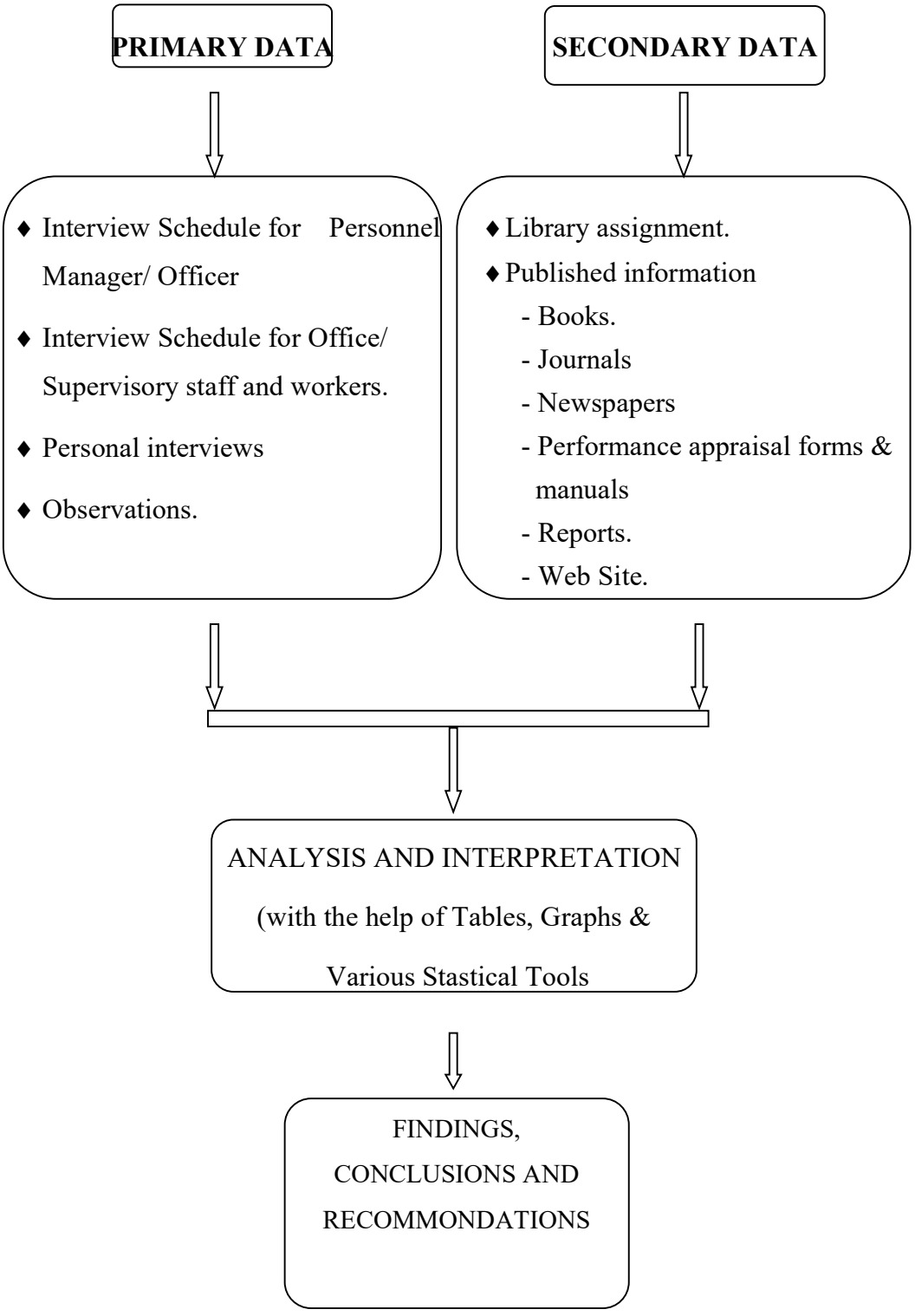
Sr. No.	Area	Number of Large Scale Private Sector Industries
01	Satpur MIDC	30
02	Ambad MIDC	32
03	Sinnar,	25
04	Musalgaon	02
05	Dindori	03
06	Igatpuri	04
07	Umrale	01
08	Pimpalgaon	01
09	Nashik City	07
	Total	**105**

RESEARCH DESIGN :

The Research Design of the Study is shown in following Chart No. 1.1.

Chart No. 1.1

Research Design



The Data will be collected through the following two sources.

1) PRIMARY SOURCES :

At Present in Nasik District there are **105** Large Scale Private Industries.

The Researcher has taken then information From Nasik Industrial Manufacturing Association (NIMA) and District Industries Canter (DIC).

Total Number of Industries (N) which is **105**.The Researcher has taken **10%** for the purpose of the Study. For this Simple Random Sampling and Convenient Random Sampling will be used to arrive at Sample Size for Industries.

Thus the Sample (s) is **21** Industries out of these **21** Industries the total Number of Respondent is or Number of Employees Approximately **31500**. The Researcher will approximately take **5%** of these Respondent based on Convenience.

Thus the total number employees and respondent for this study will be **1575** employees. Out of these **1575** respondent the employees from the different levels will be included.

Sr. No.	**Area**	**Number of Large Scale Private Sector Industries**
01	Satpur MIDC	03
02	Ambad MIDC	03
03	Sinnar,	02
04	Musalgaon	01
05	Dindori	03
06	Igatpuri	04
07	Umrale	01
09	Nashik City	04
	Total	**21**

2) SECONDARY SOURCES :

Secondary Data will be collected with the help of published and unpublished material available with the industries as well as District Industrial Centre etc.

Thereafter, collected Data will be Classified, Tubulised and Analysed with using the various Statistical Test & Tools.

Then the conclusions will be drawn and recommendations will be made.

REVIEW OF LITERATURE :

1) According to Arul Eaison Anthony Raj & Dr.V. S. Rajkrishanan

Industrial Dispute was disturbing the economic, social & political life of country. A Strike in public utility service will disorganised public utility service will disorganise public life .The Workers loose the wages of strike period. It results in wastage of mandays & dislocation in production work. Industrial dispute create issues between employer &employee.

2) According to Rathnamma.R & Dr.T.Rajendra Prasad

In India Industrial Disputes growing with the progress of Industrialization in the country . Increasing price level, rising cost of living, growing industrial insufficiency, indiscipline & sickness are the most responsible factors for the growing Industrial Disputes in the country.

3) According to M.J.Arputhara & R.Gayatri

The problem of Industrial unrest is inherent in the Industrial System. The Main features of Industrial work anywhere are that it involves division of labour, it is a group activity, It is carried under control. Broadly, speaking the causes of Industrial disputes are economic, management & political causes.

4) According to Jyotika Medok &Dr.Horen Goowalla

Industrial Disputes act is such an act in which dispute provide elaborate machinery to resolve the dispute between the workers & management .Poor Industrial disputes relations often culminate to Industrial dispute. They manifest in the form of go slow ,gherao,band and ,strike ,lockout etc .The common consequences of Industrial Dispute are loss of production, loss of profit or even closures of Unit.

5) According to Chand Dinesh & Gurjar Sunita

Collective Bargaining is mechanism which involves a kind of negotiation between the employers and their group of employees aiming to settle the dispute relating to employment, unemployment & terms of employment & condition of workman.

6) Sec 2A Enable the Individual workers to raise an Industrial dispute not withstanding that no other workman or Union is a party to the dispute. it applies only to a dispute relating to discharge ,dismissal, retrenchment or termination of service of Individual workmen. It does not cover other kind of dispute such As Bonus, Wages, and Leaves etc.

7) Industrial dispute affect the economic and industrial development of the Country adversely. In the words of Prof. Pigou, due to Industrial disputes. The Capital & Labour force of the country remain idle which affect the quantity of production, National Income &social welfare adversely.

8) According to P.R.N Sinha

Conflict as one of the Features of Industrial relations, is a general Concept, when it acquire the concrete and specific manifastation,it become an Industrial dispute that is Industrial Conflict is general and Industrial dispute is specific .The specific causes of Industrial conflict may be treated as causes of Industrial dispute Also.

9) An Industrial Dispute is a manifestation of Disagreement & difference of Opinion between the two dispunants,Namely the Workman &Employer .The potential for conflict exist in all human Situation & organizations. A passive and subdued workforce is not conducive for good relationship. The relationship in Industrial relation system start with co-operation soon changes between the two in to conflicts and after they are resolved change again into one of co-operation. This changing process is a continuous features of Industrial features of Industrial relation system.

10) The industrial disputes act also made it very difficult for the unions to call a legal; strike. Most disputes referred to conciliation than labour commissioner. If this solution failed the dispute usually settled in Industrial & Labour court or Arbitration.

11) Industrial Harmony may be sought as an organizational Objective. Some conflict is inherent in the industrial structure .conflict of interest between Various groups, strong enough to cause prolonged work stoppage are ever present. The three main group in an industry namely owners manager & workers Developed different orientation & perception of their interests.

12) The causes of Industrial Disputes are many & varied & sometimes even trivial. Further the perception about the causes of Industrial Dispute differs among different group of people. While Management attributes the causes to incorporative or negative approach of trade Union & political interference. Trade Union find causes in terms of high handed & unfair labour practices adopted by management.

RATIONALE OF THE STUDY :

A Present Study Focus on Industrial conflict and Procedure of their Settlement in Large Scale Private Industries in Nashik District.

Conflicts are inevitable part of organizational Life .It is an ever Present Process in Human Relationship. That's why various Companies have changed their Approaches to enable them to manage the organization Effectively to Avoid conflict at all Cost. Industrial conflict is Deteriorate the Relationship between Management and Employee Which ultimately affect the organizational Productivity, Employee Moral and Dissatisfaction. Industrial conflict Impedes the organizational Objectives.

Cordial Industrial Relations and Lasting Industrial peace Required that the Causes of Industrial Dispute Should be eliminated through Preventive Steps which should be taken so that Industrial Dispute not Occure.If Preventive Machinery Failed then the Government Should Activate Industrial Settlement Machinery because non Settlement of Dispute Proves to be Harmful not only for Workers but for Management and Workers as a whole. In short, examine the causes of Disputes in large Scale Industries and Solving it by Using Proper Mechanisms is Necessary for Establishing Co-cordial and Harmonious Relationship within the Industry.

Number of Studies was conducted by Number of Persons at International, national, Regional and Local Level but such type of Study is not done in Nasik Di strict. Therefore the Researcher has selected the topic industrial conflicts and procedure for heir settlement in private large scale industries with special reference to Nasik District.

SCOPE AND LIMITATIONS OF THE STUDY :

This study is mainly concerned with the Industrial conflicts and Procedure for their Settlement in large Scale Industries in Nashik District.

The Researcher will select 21 Industries on random sampling and Convenience Sampling basis and the period of the study is 2008-2009 to2018-2019. Therefore the scope of the study is restricted with 21 large scale private sector industries in Nashik District for the period is2008-2009 to 2018-2019

The study will examine various Industrial conflicts and Procedure for their Settlement in large scale private sector industries in Nasik District.

As the present study concerns with Industrial conflicts and Procedure for their Settlement which are related to Industrial Relations, Disputes in industries, Causes of disputes, Dispute Solving Mechanism. It means the Study is multidimensional therefore it has following limitations.

i) The study is limited to period of 10 years, i.e. 2008-2009 to2018-2019. Therefore the conclusions and recommendations will be applicable to this period only. If there are some policy changes in later period these conclusions and recommendations may not be applicable.

ii) Because of secrecy the industries may not provide correct and reliable data therefore whatever data will be received to the researcher will be utilised for the analysis and interpretation. If the researcher will not get the correct and reliable data, then he will not conclude the conclusions properly.

iii) There are different opinions towards Causes of Disputes, and Effectiveness of Dispute Resolving Machinery from officers and employees/ workers. Limitations are therefore the study.

iv) Conclusions and recommendations of this study may not be applicable to small scale, medium scale and public sector industries.

Though the Researches will try her level best to collect, correct and reliable data to overcome from above limitations.

CHAPTER SCHEME :

Chapter No.	Title of the Chapter.
01	Introduction
02	Research Methodology and Review of Literature
03	Profile of Nashik District
04	Causes of disputes in large scale private industries in nashik district
05	Dispute Solving Mechanism in Large-scale Industries in Nasik District
06	Analysis and Interpretation of the Research Data.
07	Findings, Conclusions and Suggestions.

TIME SCHEDULE OF THE STUDY :

Sr. No.	Task	Period
01	Reference Work	4 months
02	Review of Literature	8 months
03	Personal Interviews and Data Collection	12 months
04	Data Analysis and Interpretations	6 months
05	Final Presentation in the Form of Thesis	6 months
	Total	**3 Years.** **(36 months)**

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